

CCIFJ EXECUTIVE COACHING



COACHING OBJECTIVES

The main objective of the coaching program is to help the Client make progress in his professional assignment and find solutions for the issues he may be encountering in his present or future career path. Depending of the specific needs, the program will focus on:

- Understanding who the Client is, in which organization he works, and which role has been assigned to him.
- Understanding the issues that he may be facing as regards to himself, to the organization, its environment, or to the people he has to work with.
- Finding ways to analyze and solve by himself the issues he may be facing now, or in the future.

CONTRACTING

A coaching contract will be established between the Coachee, the Coach, and the organization paying for the coaching program if not the Coachee himself.

The objectives of the coaching program will be made explicit at the beginning of the intervention. Other topics may however arise during the coaching exercise. They will also be addressed. Re-contracting may be necessary.

ETHICS & CONFIDENTIALITY

The Coach has been trained as a coach at a leading and recognized organization (Insead).

The Coach will know his own limits and boundaries on the scope and methodology of his interventions; he will be supervised by an accredited Supervisor.

The Coach may not be able to help the Client. In such a case, the Coach would openly express this opinion to the Client and the contracting organization.

“Do no harm” if the fundamental safe-guard principal.

In case the Coach realizes his incompetency to solve the Client’s issues, the Coach will openly discuss with the Client about the best way for the Client to identify another professional, whether among the coaching profession, or other psychology trained practitioners.

Feedback will not be given to anyone a part from the Client himself, unless otherwise stated on the coaching contract.

Strict confidentiality will be respected. Coaching sessions may be reported to the Coach’s Supervisor only, for supervision purposes, after making sure that the identity of the Client and his organization are not recognizable.

PROGRAM DURATION

The Coachee should not become dependent on the coach after the coaching program. He should be able to find his own solutions.

Programs will typically comprise between 6 to 12 sessions of 60 mn to 2 hours, over a period of 4 to 6 months.



François-Xavier LIENHART

**EXECUTIVE COACH
INSEAD CERTIFIED**

EXPERIENCE

- Executive Coach – Mentor – Sparring Partner.
- INSEAD Certified Coach
- Sales Training. Consulting. Interim Management.
- Past:
- Global CEO of an industrial business line of a major Japanese company.
- CEO of a French industrial subsidiary in Japan & Japan country manager
- Strong financial background (including M&A)
- Successful turnaround of a Japanese bankrupt company
- Deep knowledge of Japan: education, culture, geography and history, management of manufacturing companies and joint-ventures as well as public affairs (MLIT, METI, representatives and municipalities).
- Main focus on the building, automotive, energy savings sectors as well as pharmaceuticals and chemicals.
- International living & working experience in Japan (20 years), Brazil, UK and France
- ESCP Business School + BA in Japanese Language and Civilization from Paris University
- Speaks 6 Languages

METHODOLOGY

- The Coach and Client will have a relationship based on trust.
- Questioning the current situation, reconsidering one's own opinions, challenging one's strategy or action plan will be at the core of the method.
- Specific tools (personal assessment, 360 evaluation...) may be used.
- The Coach has the necessary knowledge to use a variety of models (GROW, therapeutically informed, behavioral, PRO...) and will use them according to the specific needs of the Client.



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CONTACT US:



在日フランス商工会議所
人材育成部

French Chamber of Commerce and Industry in Japan
Learning and Development Department



training@ccifj.or.jp



www.ccifj.or.jp



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